

WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT
June 1, 2014 - May 31, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Key Account Coordinator	1, 3-9, 12-16, 20-22, 24-29, 31-33, 35, 37-41, 43-46	46
Integrated Media Solutions Provider	1-10, 12-16, 20-41, 43-46	46
Integrated Media Solutions Provider	1-10, 12-16, 20-41, 43-46	46
Digital Program Director	1-10, 12-18, 20-35, 37-41, 43-45	18
Desktop Support Technician	1-10, 12-17, 20-41, 43-45	16
Digital Content Coordinator	1-16, 18-41, 43-45	18
Street Reporter	1-4, 6-7, 12-16, 21-22, 25-29, 32, 34-36, 38, 41, 43-46	46
Key Account Coordinator	1, 3-4, 6-7, 12-18, 21-22, 25-29, 32, 34-36, 38, 41, 43-46	18
Key Account Coordinator	1, 3-4, 6-7, 12-18, 21-22, 25-29, 32, 34-36, 38, 41, 43-46	46
Integrated Media Solutions Provider	1, 3-4, 6-7, 12-16, 21-22, 25-29, 32, 34-38, 41-46	46
On-Air Personality	1-4, 6-7, 12-16, 21-22, 25-29, 32, 34-38, 41, 43-46	46
Promotions Director	1-4, 6-7, 12-16, 21-22, 25-29, 32, 34-38, 41, 43-46	15
Overnight News Anchor	1, 3-4, 6-7, 12-16, 21-22, 25-29, 32, 34-38, 41, 43-46	46

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce 2945 Gilbert Avenue Cincinnati, Ohio 45206 Phone : 513-751-9900 Email : info@african-americanchamber.com Marie Hughes	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-8058 Url : http://www.allaccess.com Career Services Manual Posting	N	3
3	American Advertising Federation 602 Main Street, Suite 806 Cincinnati, Ohio 45202 Phone : 513.984.9990 Email : jthompson@aafcincinnati.org Judy Thompson	N	0
4	Brown Mackie College - Cincinnati Campus 1011 Glendale-Milford Road Cincinnati, Ohio 45215 Phone : 513-672-1901 Email : agarrison@brownmackie.edu Angie Garrison	N	0
5	Central State University - Career Services 1400 Brush Row Road PO Box 1004 Wilberforce, Ohio 45384 Phone : 937-376-6444 Url : careers.centralstate.edu Isabella Cayo Manual Posting	N	0
6	Cinci/Hamilton Cnty Community Action Agency 1740 Langdon Farm Road Cincinnati, Ohio 45237 Phone : 513-569-1840 EXT 2423 Email : ldearmond@cincy-caa.org Laverne Dearmond	N	0

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7	Cincinnati Enquirer 312 Elm Street Cincinnati, Ohio 45202 Phone : 513-768-8334 Email : cgoetz@enquirer.com Christie Goetz	N	0
8	Cincinnati State College 3520 Central Parkway Cincinnati, Ohio 45223 Phone : 513-569-1565 Email : jordan.lockwood@cincinnatiastate.edu Jordan Lockwood	N	0
9	College of Mount St Joseph 5701 Delhi Road Cincinnati, Ohio 45223 Phone : 513-244-4888 Url : myinterfase.com/msj/employer/ Kenita Kelly Manual Posting	N	0
10	Craigslist P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.org Career Services Manual Posting	N	0
11	SEU Internship Program (see Section III)	N	1
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
13	Hyde Park Job Search Focus 1345 Grace Avenue Cincinnati, Ohio 45208 Phone : 513-871-0320 Email : info@jobsearchfocusgroup.com Fax : 1-513-871-3754 Larry Porter	N	0

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14	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2
15	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	5
16	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	9
17	Internal Posting	N	4
18	Internal Transfer/Promotion	N	3
19	Linked In	N	1
20	Miami University 241 Hoyt Hall Oxford, Ohio 45056 Phone : 513-529-3822 Url : miamiucsm.symplicity.com/employers/ Fax : 1-513-529-3831 Melissa Brown Manual Posting	N	0
21	Morehead State University 322 Allie Young Hall Morehead, Kentucky 40351 Phone : 606-783-2233 Email : careerservices@moreheadstate.edu Ingrid McKinney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	NAACP 4439 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-1900 Email : naacp@fuse.net Fax : 1-513-281-4454 Lettie Reid	N	0
23	Northern Kentucky Chamber 300 Buttermilk Pike Suite 330 Fort Mitchell, Kentucky 41017 Phone : 859-578-8800 Angela Dixon Manual Posting	N	0
24	Northern Kentucky University University Center Suite 230 Nunn Highland Heights, Kentucky 41099 Phone : 859-572-5900 Url : careerservices.nku.edu Fax : 1-859-572-6996 Juliane Stockman Manual Posting	N	0
25	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : oab@oab.org Patricia Geary	N	0
26	Ohio Baptist General Convention 818 S. Fred Shuttlesworth Cir Cincinnati, Ohio 45229 Phone : 513-281-5942 Email : jamespankey@fuse.net James Pankey	N	0
27	Ohio Center for Broadcasting 6703 Madison Cincinnati, Ohio 45227 Phone : 513-271-6060 Email : dclark@beonair.com Don Clark	N	0

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28	OHIO ILLINOIS CENTER FOR BROADCASTING 5330 E. Main Street, Suite 200 Columbus, Ohio 43213 Phone : 614.655.5250 x5107 Url : www.funjobsonair.com Email : amoore@beonair.com Alvis Moore	N	0
29	Ohio Means Jobs 895 Central Ave. 7th Floor Cincinnati, Ohio 45202 Phone : 513-852-3260 Url : www.ohiomeansjobs.com Email : PETERR@jfs.hamilton-co.org Rosemary Peterson	N	0
30	Radio and Television Business Report PO Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : www.rbr.com April McLynn Manual Posting	N	0
31	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
32	Santa Maria Community Services 2918 Price Avenue Cincinnati, Ohio 45204 Phone : 513-587-6920 EXT 305 Email : Thanapat.vichitchot@santamaria-cincy.org Thanapat Vichitchot	N	0
33	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0

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34	Super Jobs Center 1916 Central Parkway Cincinnati, Ohio 45214 Phone : 513-946-7200 Email : busemk@jfs.hamilton-co.org Kathleen Busemeyer	N	0
35	The Clovernook Center 7000 Hamilton Avenue Cincinnati, Ohio 45231 Phone : 513-522-3860 Email : cgeiger@clovernook.org Chuck Geiger	N	0
36	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
37	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : www.collegecentral.com/thomasmore Email : julie.mueller@thomasmore.edu Julie Mueller	N	0
38	UC - Clermont College 4200 Clermont College Drive Batavia, Ohio 45103 Phone : 513-732-5277 Email : bambermb@ucmail.uc.edu Beth Bambermb	N	0
39	UC Career Development Center PO Box 210115 Cincinnati, Ohio 45221 Phone : 513-556-3471 Url : www.recruitacat.com Mike Barnes Manual Posting	N	0

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40	University of Cincinnati - Blue Ash 9555 Plainfield Road Cincinnati, Ohio 45236 Phone : 513-745-5671 Url : www.collegecentral.com/ucblueash Angie Lucas Manual Posting	N	0
41	Urban League of Greater Cincinnati 3458 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-9955 Email : rshabazz@gcul.org Fax : 1-513-281-0466 Rocky Shabazz	N	0
42	Walk In/Self-Referral	N	2
43	WCSU Cosby Mass Communication Center Wilberforce, Ohio 45384 Phone : 937-376-2911 Email : wcsu@centralstate.edu Jack Williams	N	0
44	Wilberforce University 1055 N. Bickett Road Wilberforce, Ohio 45384 Phone : 937-376-2911 Email : esmall@wilberforce.edu Victor Jones	N	0
45	Wilmington College Pyle Center Box 1306 Wilmington, Ohio 45177 Phone : 937-382-6661 EXT 299 Email : tammy_fraser@wilmington.edu Tammy Fraser	N	0
46	Word of Mouth Referral	N	13
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/8/2014	Participation in events or programs sponsored by educational institutions	Our SEU's VP of Sales gave a lecture at Covington Catholic High School in Covington, KY. He discussed careers in the media industry, answered questions and distributed literature about iHeartMedia career opportunities.	1	VP of Sales
2	10/16/2014	Participation in events or programs sponsored by educational institutions	Our SEU's VP of Sales gave a lecture at St Xavier High School in Cincinnati, OH. He discussed careers in the media industry, answered questions and distributed literature about iHeartMedia career opportunities.	1	VP of Sales
3	10/21/2014	Participation in events or programs sponsored by educational institutions	Our SEU's VP of Sales gave a lecture at Xavier University in Cincinnati, OH. He discussed careers in the media industry, answered questions and distributed literature about iHeartMedia career opportunities.	1	VP of Sales
4	11/4/2014	Participation in events or programs sponsored by educational institutions	Our SEU's VP of Sales gave a lecture at University of Cincinnati in Cincinnati, OH. He discussed careers in the media industry, answered questions and distributed literature about iHeartMedia career opportunities.	1	VP of Sales
5	2/3/2015	Establishment of an intern program designed to assist members of the community	From February 3, 2015 - May 1, 2015 our SEU hosted 3 interns. 1 from Northern Kentucky University and 2 from University of Cincinnati. They learned about and experienced careers in broadcasting under the supervision of our promotions Directors. Interns worked closely with the promotions and digital departments but, also observed and shadowed support, sales, traffic, on-air, production and programming. They were given the opportunity to ask questions about each position and request career advice.	3	Promotions Director Promotions Director Promotions Director

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6	2/17/2015	Participation in Job Fairs	Our SEU participated in the Spring Career Fair at Xavier University in Cincinnati, OH. Station participants included our Office Manager, who discussed careers in radio with attendees, accepted resumes, discussed internship and employment opportunities, and handed out iHeartMedia information packets.	1	Office Manager
7	5/20/2015	Participation in events or programs sponsored by educational institutions	Working with the University of Kentucky, our SEU hosted 1 student for job shadowing. That student shadowed our Lead Sports Account Executive, under the supervision of our Sales/Sports Marketing Manager, for 3 days. The student attended a sales meeting, met with production, support, and on-air staff, listened to a live broadcast, attended a sales pitch, and assisted in putting together a proposal. He was also able to seek career advice and to ask questions related to positions in broadcast radio.	1	Sales Manager/Sports Marketing Director